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博 士 学 位 论 文

基于产权视角的企业劳资关系研究

Study on Enterprise Labor Relations based on Property
Rights Perspective

杨高宇

指导教师姓名: 吴宣恭教授

专业名称: 政治经济学

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论文摘要

劳动与资本、劳方与资方是市场经济中最重要两类生产要素和行为主体，劳资关系因此成为市场经济中最核心、最广泛的社会经济关系。因此，劳资问题不仅是困扰资本主义社会的重大问题，而且也成为影响社会主义社会和谐稳定的重大问题。本文从产权的视角，运用马克思主义的基本观点和基本方法，尤其是坚持以马克思主义产权理论为指导，对企业劳资关系进行系统的研究。

本文对于劳资关系问题的研究具有重要的理论意义与现实意义。一方面，本文对发展马克思主义劳资关系理论有所补充和完善，并且在一定程度深化社会主义初级阶段经济理论研究。另一方面，本文研究不仅能够为当前深化国有企业改革与非公有制经济的健康发展提供重要的理论指导，还有助于构建和谐社会的这个宏伟目标的实现。

本文分两大部分，包括导论一章和正文七章，共八章。第一部分为导论，主要对本文的一些基本问题进行介绍和说明。第二部分为论文的主体部分，共七章。第一章对劳资关系的相关理论进行梳理与评析，为进一步分析劳资关系提供理论依据。第二章通过劳动与资本概念的界定，剖析企业（特别是资本主义企业）的内部关系，得出企业内部关系的实质是“资本雇佣劳动”，并提出“资本雇佣劳动”价值判断应以所有制为前提，以劳动力产权是否完整为标准。第三章在明晰产权内涵的基础上，分析产权关系的社会性质、产权与效率、产权与公平以及产权与效率和公平的内在联系，并且在企业的框架内，科学阐明企业产权的结构与企业产权的根源。第四章在理论上辨析劳资关系的各种定义的基础上，分析劳资关系的构成主体及基本类型，从占统治地位的生产资料所有制、企业生产资料所有制、企业所有制实现形式三个层面分析与论证产权制度对劳资关系的决定性作用，并分析其他因素对企业劳资关系的影响，然后通过劳资关系对企业绩效、企业竞争力、社会经济发展与社会稳定的重要影响分析，从实践方面论证了劳资关系研究的必要性和重要性。第五章考察西方资本主义国家劳资关系的历史演变、具体特征、新动向的表现形式与实质，在此基础上阐明西方发达国家劳资关系对

我们的重要启示。第六章动态地考察我国劳资关系的历史变迁，分析我国劳资关系的现实特征、存在的主要问题以及原因分析，为我们有针对性地提出改善劳资关系的对策提供现实依据。第七章根据我国与西方国家不同的经济制度与政治体制、意识形态以及劳资关系的历史与现实的巨大差异，指出我国政府与西方国家政府在劳资关系中的角色与重要程度都有所不同，进而提出改善社会主义初级阶段劳资关系的对策。

关键词：产权；企业；劳资关系

Abstract

Labor and Capital, employees and employers are two types of the most important factors of production and actors in Market economy that is why labor relations become the core and the most wildly Socio-economic relations in Market economy. Therefore, labor issues are not only major problems troubled Capitalist society, but also the major issues impacted Socialist social harmony and stability. From the perspective of property rights, using the basic ideas and methods of Marxism, in particular, adhering to the guidance of the Marxist theory of property rights, this article gives labor relations of enterprises a systematic study.

This paper studies the labor issues has important theoretical and practical significance. On the one hand, the development of Marxist theory of labor relations has been added and improved, and to some extent the study of primary stage of socialism economic theory has been deepen. On the other hand, this paper not only provides important theoretical guidance for deepening the reform of state-owned enterprises and the healthy development of non-public economy, but also helps to achieve the ambitious goal of building a Harmony Society.

The thesis is divided into two parts, including introduction and text, a total of eight chapters. The first part is an introduction, mainly describes some basic issues of the article. The second part is the main part of paper, a total of seven chapters. The first chapter cardings and analyzes theories of labor relations, providing a theoretical basis for further analysis. By definition of the concept of labor and capital, the second chapter analyzes internal relations of enterprises (especially Capitalist enterprises) and comes to a conclusion that “capital employs labor” is the essence of internal relations of enterprises, then proposes the value judgments of “capital employs labor” should regard ownership as premise and integrity of labor rights as standard. On the basis of clearing the meaning of property rights, the third chapter analyzes social nature of property rights and internal links of property rights and efficiency, property rights and fairness, property rights and efficiency and fairness, and then scientifically explains the structure and source of enterprise property rights within framework of enterprise. On the basis of analyzing various definitions of labor relations in theory, the forth chapter analyzes constitutional subject and basic types of labor relations, then demonstrates the decisive role of property rights system on labor relations following

three levels, such as dominant means of production ownership, corporate ownership of production means and realization of corporate ownership. It also analyzes other factors affecting labor relations. Through the analysis of labor relations' important impact on enterprise performance, competitiveness of enterprises and socio-economic development and social stability, this chapter demonstrates the necessity and importance of labor relations study from practice. The fifth chapter studies evolutionary history, specific features, forms and substance of new trends of labor relations in the Western capitalist countries, then clarifies important inspiration that labor relations in Western developed countries giving to us. The sixth chapter dynamically examines historical changes, realistic features, problems and causes of labor relations in China, providing a realistic basis for our targeted measures to improve labor relations. According to the great differences in economic system and political system, ideology, history and reality of labor relations between China and western countries, the seventh chapter indicates Chinese government and Western governments roles and importance are different in labor relations, then puts forward strategies improving labor relations in the primary stage of socialism.

Keywords: Property rights; Enterprise; labor relations.

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